



DEPARTMENT OF THE NAVY
NAVY RECRUITING COMMAND
5722 INTEGRITY DR.
MILLINGTON, TN 38054-5057

COMNAVCRUITCOMINST 1130.10A
N3
10 Feb 2010

COMNAVCRUITCOM INSTRUCTION 1130.10A

From: Commander, Navy Recruiting Command

Subj: USE OF COMPUTERIZED SPECIAL OPERATIONS RESILIENCE
TEST (C-SORT) SCORES IN COMBINATION WITH PHYSICAL
SCREENING TEST (PST) SCORES TO CLASSIFY SPECIAL WARFARE
OPERATOR (SO) CANDIDATES

Encl: (1) Sample Commanding Officer's C-SORT Letter of
Designation
(2) C-SORT Users Guide dated 4 Jun 09

1. Purpose. To promulgate policy and procedures for the use of the Computerized Special Operations Resilience Test (C-SORT) in combination with Physical Screening Test (PST) scores to classify Special Warfare Operator (SO) rating candidates. The C-SORT offers a profile of a candidate based on characteristics extracted from the test battery. The purpose of the C-SORT is to identify those characteristics of a candidate that are most indicative of successful training and job performance within the Navy's Naval Special Warfare (NSW) community. This instruction has significant revisions and should be read in its entirety.

2. Cancellation. COMNAVCRUITCOMINST 1130.10.

3. Discussion. Chief of Naval Personnel has directed Navy Recruiting Command (NAVCRUITCOM) to utilize the C-SORT in combination with PST scores to classify SO candidates in FY10. Once a qualifying PST is completed, the C-SORT must be administered to all SO applicants prior to being classified/contracted. Testing is accomplished online and is expected to take approximately one hour per test. Navy Recruiting District (NAVCRUITDIST) designated personnel (enclosure (1)) only, are permitted to administer the C-SORT. At the conclusion of the test, the results will be displayed and uploaded automatically into MILITAPS.

4. Action

a. NAVCRUITCOM Director of Operations (N3). Assigned overall responsibility for the implementation and C-SORT screening of all SO candidates and will coordinate any required assistance to the Navy Recruiting Regions and NAVCRUITDISTs.

b. C-SORT Multi-Stakeholder Working Group (C-SORT WG). Responsible for the ongoing review and evaluation of the C-SORT program as a classification tool.

c. NAVCRUITCOM NSW/NSO Program Manager. Serves as the C-SORT manager and interface between the C-SORT stakeholders, SPAWAR, and NAVCRUITCOM personnel in the implementation, policy, review, and management of the C-SORT and testing website. Technical issues will be directed to the NAVCRUITCOM NSW C-SORT Program Manager.

d. NAVCRUITDISTs

(1) Administer C-SORT to all potential SO rating candidates prior to classification in the SO rating.

(2) Commanding Officers will designate in writing, using enclosure (1), their NSW Mentor or NSW Coordinator as the C-SORT Testing Supervisor(s) to oversee the program in each NAVCRUITDIST.

(3) Ensure the C-SORT Testing Supervisor and Test Administrators complete required training provided on the C-SORT Website and are designated in writing.

(4) Ensure an adequate testing environment exists in each station where the test will be administered. The testing area should afford privacy and security to ensure each tester can proceed undisturbed. Consideration should be given to the amount of movement and noise in and around the testing area. Computer monitors should not be pointed towards windows or into other spaces.

(5) Ensure high speed internet and Common Access Card (CAC) reader equipment are available at the testing computer and the pop-up blocker is disabled in Web browser security settings.

e. NAVCRUITDIST C-SORT Testing Supervisor

(1) Designated in writing by the NAVCRUITDIST Commanding Officer.

(2) Assigns C-SORT Test Administrators.

(3) Manages C-SORT Web Portal access.

(4) Ensures Test Administrators and candidates are properly briefed on the purpose of C-SORT and the C-SORT utility in the classification process.

(5) Maintains the integrity of C-SORT testing.

(6) Identifies and tracks gains and losses of Test Administrators, ensures each account is properly turned over, and appropriate training is administered to the relief.

(7) Manages the proper administration and testing of all potential SO rating candidates, and the time and resources committed to accomplishing testing.

(8) Conducts/documents monthly spot checks of actual testing and provides the results for inspection.

(9) Identifies deficiencies in tests administered and reports discrepancies in the test administration to the NAVCRUITDIST chain of command and NAVCRUITCOM C-SORT Program Manager.

f. C-SORT Test Administrator

(1) Designated in writing in accordance with enclosure (1).

(2) Tracks, administers, and ensures DEP personnel who require testing are tested in a timely manner in support of reclassification.

(3) Ensures test participants have no writing materials, cell phones or other recording equipment in the testing area.

(4) Verifies that no one, except the candidate and test administrator, is in the room while the test is being administered.

(5) Ensures the candidate is properly briefed on the purpose of C-SORT in the classification process and the candidate understands the importance of answering honestly.

(6) Reports technical problems with the test and test portal to the C-SORT Program Manager, NAVCRUITCOM N32, at 901-874-9224.

5. C-SORT Website Access and Account Management

a. Login is via CAC access at <https://militaps.nmci.navy.mil/csor>. Ensure the pop-up blocker is disabled in the internet browser (normally internet explorer). Go to "TOOLS" "INTERNET OPTIONS" "PRIVACY" and ensure the "BLOCK POP-UP" is unchecked.

b. Upon successful completion of C-SORT the candidate and Test Administrator will be presented a printable C-SORT completion report.

c. Upon completion of the test, the score is automatically populated into MILITAPS, if the candidate is in DEP, under the candidate's personal information.

d. The new C-SORT website displays all those who have accounts under "SURVEY ADMINISTRATORS." If you require access to the C-SORT website to administer survey or manage/oversee account holders, go to the above website and request an account. Notify your NAVCRUITDIST C-SORT Testing Supervisor of your request and include your NAVCRUITDIST, zone, and phone number.

6. Determining the Eligibility of an SO Rating Candidate

a. C-SORT, when combined with the PST run and swim (run time and swim time added together), is predictive of a candidate's success in the training pipeline.

b. Once the C-SORT survey is taken, MILITAPS automatically populates C-SORT and PST band scores into the candidate's MILITAPS record under "Personal Information." The band scores, scaled from one to four, are added together. **The two band scores added together must total four or greater for the candidate to be eligible for SO rating classification.** The candidate must meet the basic PST and program requirements, in addition to the combined C-SORT/PST band score (enclosure (2)).

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c. Candidates can take the C-SORT only once, but can retake the PST multiple times while attempting to qualify for the program.

d. If a candidate does not qualify, he should be considered for classification into one of the other available Warrior Challenge ratings: EOD, Diver, SWCC, or Air Rescue.

7. Questions regarding the C-SORT program may be referred to the NSW/NSO Program Manager, NAVCRUITCOM N32, at (901)874-7651/9224.

/s/

R. L. GRAF

Deputy

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Sample Commanding Officers C-SORT Letter of Designation

From: Commanding Officer, Navy Recruiting District_____

To:

Subj: DESIGNATION AS COMPUTERIZED SPECIAL OPERATIONS RESILIENCE
TEST (C-SORT) TESTING SUPERVISOR/TEST ADMINISTRATOR

Ref: (a) COMNAVCRUITCOMINST 1130.10
(b) COMNAVCRUITCOMINST 1130.8
(c) MILPERSMAN Article 1236-030
(d) CNETINST 1550.9

1. You are hereby designated as a _____.
You are appointed/authorized to administer the C-SORT Program/C-SORT test.
2. You are directed to become familiar with the requirements of references (a) through (d).
3. This designation remains effective only while you are serving in a billet which requires supervision and administration of C-SORT. The authority to administer C-SORT is automatically revoked once you are removed from the billet.
4. You are cautioned that compromise, coaching, improper briefing of the C-SORT enlisted classification tool could result in an investigation and is punishable under the UCMJ. Further, the C-SORT Program Manager in conjunction with stakeholders, including Recruit Quality Assurance Team (RQAT), conducts random spot checks, interviews, and test-retests to ensure the accuracy of candidates' scores and quality of test environment.

(NAVCRUITDIST CO Signature)

Enclosure (1)